

## REMUNERATION COMMITTEE

**MINUTES** of the meeting held on Wednesday, 23 October 2013 commencing at 4.00 pm and finishing at 4.50 pm

**Present:**

**Voting Members:** Councillor Ian Hudspeth – in the Chair

Councillor Zoé Patrick (Deputy Chairman)  
Councillor Jamila Azad (In place of Councillor Gill Sanders)  
Councillor Charles Mathew  
Councillor Rodney Rose  
Councillor David Williams  
Councillor David Wilmshurst

**Officers:** Sue Corrigan, Strategic HR Manager; Steve Munn, Head of HR; Sue Whitehead (Chief Executive's Office)

*The Committee considered the matters, reports and recommendations contained or referred to in the agenda for the meeting, and decided as set out below. Except as insofar as otherwise specified, the reasons for the decisions are contained in the agenda and reports, copies of which are attached to the signed Minutes.*

### **35/13 APOLOGIES FOR ABSENCE**

(Agenda No. 1)

Apologies were received from Councillor Gill Sanders (Councillor Azad substituting).

### **36/13 MINUTES**

(Agenda No. 3)

The Minutes of the meeting of the Remuneration Committee held on 18 September 2013 were approved and signed.

In respect of the County Nature Conservation Forum it was noted that on the nomination of the Political Group leaders Councillor Purse was appointed to serve on this body.

### **37/13 UPDATE ON LIVING WAGE**

(Agenda No. 5)

The Committee received an update and noted that further information would be submitted to future meetings. A new living wage rate was to be announced on 4 November 2013. Sue Corrigan undertook to provide Members with a copy of research with Local Authorities on The Living Wage

During discussion Members considered the basis of the Living Wage and heard that it was not a formal rate and that it varied across authorities that applied it, with the London Living wage being higher than elsewhere.

**38/13 EXEMPT ITEM**

(Agenda No. 6)

**RESOLVED:** that the public be excluded for the duration of items 8 and 9 since it is likely that if they were present during that item there would be disclosure of exempt information as defined in Part I of Schedule 12A to the Local Government Act 1972 (as amended) and specified below in relation to those items and since it is considered that, in all the circumstances of the case, the public interest in maintaining the exemption outweighs the public interest in disclosing the information.

**PUBLIC SUMMARY OF PROCEEDINGS HELD IN PRIVATE**

**39/13 SENIOR PAY REVIEW 2013**

(Agenda No. 7)

*The information contained in the report is exempt in that it falls within the following prescribed category:*

- 1 *Information relating to any individual*
- 2 *Information which is likely to reveal the identity of an individual*
- 3 *Information relating to the financial or business affairs of any particular person (including the authority holding that information)*

*It is considered that in this case the public interest in maintaining the exemption outweighs the public interest in disclosing the information, in that and since it is considered that, in all the circumstances of the case, the public interest in maintaining the exemption outweighs the public interest in disclosing the information, in that such disclosure would be contrary to the authority’s duties as a fair employer.*

The Committee agreed a time limited increase in respect of a senior post and endorsed an approach with regard to the senior pay review and noted that the final decision would be taken by full Council in February 2014.

..... in the Chair

Date of signing 200